

SALARY EQUITY COMMITTEE
Campus Commons 2200
October 30, 2023 | 3:00-4:00 p.m.
Minutes

Members: Applegate, Kyle, Shafie, Vaughan
Present via Zoom: Fischer, Greene, McCamey, Schaberl, Wiegand
Absent: Barkley, Bauer, Loveless
Guest: Senbet

Call to Order

The meeting was called to order at 3:02pm.

Approval of the Agenda

The agenda was approved by unanimous voice vote.

Approval of the October 16, 2023 Minutes

The minutes were approved by unanimous voice vote.

Chair's Announcement:

- **Chair/director pay progress** – All of the data has been gathered. Chair Kyle will enter the data into the comparative spreadsheet.
- **Compensation investment rationale** – Chair Kyle attended the 10/27/23 Cabinet meeting. The purpose of this document is to go to the Cabinet and lobby for pay for both faculty and staff. UNC has many financial challenges at this time and there is concern about getting to 100% of parity. SEC to keep a watch on the percentage of money spent overall on Academic Affairs vs. money spent on the rest of UNC. There is awareness of budgetary constraints, administration's commitment and clear messaging to faculty sooner rather than later. The gap between staff and faculty gross salaries has increased from \$2.7million in 2003 to \$18 million in 2022.
- **Adjunct pay** – President Andy has indicated increasing adjunct pay would be a challenge at this time. There is committee support for advocating for adjunct faculty, even if it slows our progress toward 100% of parity. What do we want the resolution to say? The raise pool will come to SEC, and we will decide how to distribute the raise pool. Do we have CUPA data on adjuncts? UNC actually compensates adjuncts well, when compared to our peer institutions, but community colleges have more funding for adjuncts and pay better. These community colleges are more of our competitors for adjuncts. SEC members agree the salary raise pool should be shared by all faculty, staff and adjuncts.
 - MOTION: There is a motion to share the raise pool among faculty, staff and adjuncts.
 - All aye's, no nay's.
 - The motion passed unanimously.
 - Chair Kyle to bring forth language at next SEC meeting.
- **Benefits** – The cost of UNC healthcare benefits has gone up about 12%. Leila will be pursuing staff/faculty dependent benefits.

Unfinished Business

- Administrative/educational salary distribution
- Shift date for Equal Pay Act adjustments
- Adding a distinguished/super professor category?
- Multi-year compensation plan

- **Chair/director compensation policy** – Review of documents in SEC’s Chair-Director Compensation Policy SharePoint folder.
 - Years of being chair (vs. base salary) or perhaps minimum wage for chairs
 - Number of students served
 - Majors
 - Minors
 - Grad students
 - Student credit hour production (SCH)
 - Number of programs
 - Supervising research/service centers
 - Number of people supervised (faculty/staff/adjuncts)
 - Number of scheduled sections
 - Service/LAC sections
 - Other considerations
 - Leading various efforts across campus (community engagement, inclusive pedagogy, assessment work)
 - There is support for reflecting complexity. In PVA, the stipend is split between the chair and the associate director.
 - Directors are considered administration at this point.
 - The chair and director definitions will go to FWC this year.
 - Directors will be treated as faculty.
 - UL directors are faculty.
- **Resolution to increase adjunct pay**

New Business

Comments to the Good of the Order: None.

Adjournment

The meeting was adjourned at 3:55pm.